

TENTATIVE AGREEMENT BETWEEN  
COUNTY OF SAN MATEO  
AND BUILDING AND CONSTRUCTION TRADES COUNCIL  
RE: 2013 SUCCESSOR MOU

The following document contains the Tentative Agreement between the County of San Mateo (hereinafter called "County") and the Building and Construction Trades Council (hereinafter called "Union") (hereinafter collectively called "the parties") on wages, hours and terms and conditions of employment. The salaries, hours, fringe benefits and working conditions set forth have been mutually agreed upon by the designated bargaining representatives of the County and the Union, and will apply to all employees covered by the Memorandum of Understanding (MOU) between the County and the Union.

Upon ratification and adoption, this Agreement will amend the MOU between the parties.


The amended MOU shall supersede all other Memoranda of Understanding and agreements between the parties. Language in the MOU between the parties not amended by this Tentative Agreement will remain unchanged. The parties agree that any and all Tentative Agreements are hereby incorporated. Any outstanding proposals not agreed to are hereby withdrawn by the parties.

The terms of the tentative agreement are as follows:

- I. **TERM:** The term of the MOU will be from the first day of the pay period following ratification and approval of the tentative agreement for a period of fifteen months.
- II. **SALARY:** Effective the first full pay period following ratification and approval of this Agreement, salary schedules for job classifications represented by the Building and Construction Trades Council bargaining unit will be increased by a three percent (3%) cost of living increase.

This Tentative Agreement is subject to ratification by the membership of the affected bargaining unit and approval by the Board of Supervisors of the County of San Mateo.

FOR THE COUNTY



Date: 12/23/13

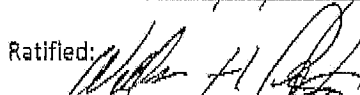
Approved: \_\_\_\_\_

Date: \_\_\_\_\_

FOR BCTC



Date: 12/6/13

Ratified: 

Date: 12/6/13